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The Church has at present definite calls for workers in every field.

Our Church carries on work in the United States, Alaska, Brazil, Cuba, Haiti, Hawaiian Islands, Mexico, Panama Canal Zone, Philippine Islands, Porto Rico, Santo Domingo, Africa (Liberia only), China and Japan.

The Department of Missions is the division of the National Council which has charge of the work of domestic and foreign missions.

At the Church Missions House, 281 Fourth Avenue, New York City. Here all the offices of the National Council of the Church are located.

The Departments of Missions, Religious Education, Social Service, Publicity, Field, and Finance.

The Woman's Auxiliary is a voluntary organization of women which helps to carry on the work of the Church at home and abroad.

We leave the work in India to our Mother Church of England which has jurisdiction there. Just as she leaves to us fields like Alaska, the Philippines, Porto Rico, and Hawaii, which are under our own flag.

Evangelistic, educational, medical, social and business.

The term "evangelistic" is applied to work which is distinctly religious; such as teaching the Bible, and giving instruction to men and women and children in the distinctly Christian and spiritual aspects of missionary work.

There is a crying need for clergymen, physicians, teachers, and trained social workers. There has been a good response from business workers, trained nurses and women evangelistic workers.

They are both important. The question of where one is to serve is a problem to be settled by the applicant himself. Nothing that is here said should detract from the crying need for workers at home and in the countries lying near at hand, including our Island possessions and Latin America. The fact remains, however, that the great non-Christian world is the most needy field. Many people, because of family obligations or personal disabilities are unable to qualify for foreign service. This is an added reason why those who are free to go and can qualify should consider giving their lives to foreign service. The Church does not desire to stampee a disproportionate number of workers into the foreign field but desires to get a right proportion of its finest young men and women to offer for the difficult task of making the world into "The Kingdom of God."

*How would you classify the chief requisite qualifications?*  
Spiritual make-up, sound health, good education.

*What is the great fundamental qualification?*

One's strength of character, backed by firm Christian faith. Missionaries ought to be filled with the love of Christ and to feel a real love for the souls for whom Christ died that will help them to spend themselves in service of others. They should be devout and earnest, and loyal to the Church; they should be willing to learn; they should be willing to work; for the mission needs those who are active and energetic in doing the work to which they have been sent.

Persons desiring to enter the mission field should be possessed of an even disposition and good temper. They are, by the nature of the work, thrown into close touch with the other workers, and it is essential that they should learn to subordinate their own wishes and desires to the good of the work.

Generally speaking, no. For one thing it is not fair to take possible missionaries from other boards. Then again it is easily understood that a Church which stands for a distinctive interpretation of Christianity should accept for its workers those who understand this interpretation. When baptized Christians of other bodies contemplate confirmation they may be considered for service.

The person who is in good health at home will, as a rule, have good health on the mission field. It is necessary to have a physician's examination and report on a special blank issued by the Department of Missions before one is accepted for foreign service.

Not for the home field. For foreign service applicants should be not under 25 years of age or over 35 years of age. There are exceptions in some fields but this is a safe general rule.

Before 25 it is not considered that the purpose will always be fixed, or the physical constitution settled, or in the experiences of life have been sufficient to warrant the reasonable belief that the volunteer will remain permanently in the work.

After 35 is considered too late to enter upon the study of exacting foreign languages, some of which demand at least two years of study before the student is well grounded. This study must be added to the age at which the missionary enters the mission in estimating the time when he will do really effective work in an independent way. The conditions of the work also demand a good deal of readjustment to strange surroundings and new people, and this is easier for those whose habits of life have not become too fixed. Therefore the Department of Missions aims to secure its candidates as young as is compatible with stability, in the expectation that the worker will give the mission as long a service as possible; for the value of the missionary ought to increase with the length of time spent in the work and with the experience gained.

It is not always necessary. Each individual case is considered on its own merits. The essential thing is to have a thorough education along those lines that are required in the position for which the candidate is applying. Where applicants have had this training and some experience, they may be ready to go at once to the field.

Education is becoming more widespread throughout the world and it is increasingly difficult for foreign workers, lacking in general culture to do effective work. The changes of the last few years have all been in directions which call for a higher grade of service from the missionary. There is no premium on social position and inherited wealth; "capacity to become" is what matters. Those of restricted outlook and narrow reach can more easily have their deficiencies supplemented in work at home.

*In case additional training is required what institutions are recommended by the Department of Missions for additional training for women who desire to do evangelistic work or for those who need to increase their knowledge of the Church?*

Our schools in New York, Philadelphia and Berkeley, California, are sending out women equipped for useful service. Courses in these schools are open to young women who have had only a high school education as well as to those of more advanced educational attainments.

How can one get in touch with these institutions? What courses are offered in these institutions?

Courses are offered in Old and New Testament, in Christian doc-



trine, liturgics and Church history, in religious pedagogy and the history of missions, in hygiene and sanitation. Training is also given in Church music, and in such practical matters as the care of the sick, the management of institutions, etc. Most important of all, the training of the spiritual life is provided for by frequent chapel services, devotional addresses, and quiet times for private prayer.

*Does the Department of Missions advise concerning the best institutions for supplementary training?*

The choice of a school for theological and medical training or for normal work lies with the applicant. The Department of Missions commends especially the Social-Religious Courses at Teachers' College, Columbia University, to those who desire post-graduate pedagogical work.

*What distinctive principles should guide men and women in considering missionary service?*

Generally speaking men are needed particularly for positions that call for post-graduate study in the professions of the ministry, medicine and education. There are calls for men also in business positions. Social service is a fruitful field for men who wish to devote their lives to humanitarian work.

Women are needed for the same general lines of work as men. The circumstances surrounding the training of young women in Church institutions makes it easier to use young women who have had only a high school education.

While many of the suggestions given below will apply particularly to young women, it will be readily seen that those parts of this pamphlet describing methods of application and principles guiding the Church in the choice of workers apply to both men and women.

#### FIRST STEPS TO BE TAKEN

*How should candidates go about offering for missionary service?*

They should write fully to the Department of Missions, 281 Fourth Avenue, New York City. The letter should give essential facts; for example, age, education, ability, health, Church membership, family conditions and the reasons leading to missionary service.

*What is the formal method of application?*

The Department of Missions has application blanks for (1) teachers, (2) all other workers, (3) applicants for scholarship grants. These may be secured on request and should be filled in as soon as the applicants are assured that they come within the general requirements of the Department.

*Can applicants express a preference for special fields in which they desire to serve?*

One question reads, "In what missionary district do you prefer to serve and why? followed by the further question, "Would you go elsewhere if the way were not open to the field of your preference?" Applicants sometimes attach conditions to their requests for appointment. The Department of Missions is always glad to consider preferences, and to gratify them if possible. Ideal candidates, however, will offer to go where they are needed most.

*How long is the process before applicants know whether they are accepted for missionary service or not?*

The Department of Missions makes appointments for the field only upon request of a bishop. All information about a volunteer must be sent to the bishop in whose district the candidate hopes to work. Should the bishop desire to accept the offer of service, he notifies the Department of the fact. Often he also requests that arrangements be made for the volunteer to take a special course of supplementary training. In some instances when volunteers are needed for special work for which they have already had training, the usual period of testing and training in this country is not required; but without doubt this training and testing has done much to raise the standard of work in the field.

#### BUSINESS ARRANGEMENTS

*What salaries are paid by the Department of Missions?*

The salaries paid vary slightly in different fields. Printed statements of such arrangements are available for any and all fields.

*Are the salaries sufficient for comfortable living?*

The salaries given by the Church are adequate to supply the missionary with food and clothing and to cover all reasonable wants, but they are not large enough for anyone to lay up any considerable sum. They have been calculated on the basis of supplying necessary

expenses. One can live comfortably on them, but should not expect to do more. This is explained because there are candidates who wish to go out to the mission field but who have certain obligations at home which must be met out of their salary. It is not considered wise that anyone going to the foreign field should expect to send any considerable sum to the United States. In general the same differences exist among the missionaries that exist anywhere; there are those who get along easily on the amount, and there are others who find it hard to be economical.

*What arrangements are made about travel expenses?*

The Department of Missions pays full travel expenses to the foreign field and returning to this country on the completion of the first term of service.

*Is there any allowance made for the purchase of necessary outfits?*

Yes, the Department of Missions provides its new appointees for foreign service with an outfit allowance of about \$150.

*Is there any provision made for workers' living quarters in the field?*

Yes, each worker is provided with living quarters in addition to the salaries paid. In the foreign field, these quarters are usually in the mission compounds.

*Are there other allowances made in addition to the salaries paid?*

Yes, medical and dental charges are paid by the Department of Missions.

*For how long does a new worker agree to remain in the field?*

We desire to have missionaries offer for life service. The introductory term of service for women, is 4 years in all fields, except Liberia 2½ years and Alaska 3 years. The introductory term of service for men is 5 years in all fields, except Liberia 2½ years.

*Does this mean that new workers do not have any vacation during the first term of service?*

Every missionary receives one month vacation every year, but he does not return to this country until the completion of his first term of service.

#### CONCLUSION

*Why is it necessary to have so much "red tape" about appointment to foreign mission service?*

It is not "red tape" but is the necessary correspondence demanded by all other organizations sending workers abroad, in order to determine the fitness of applicants when people of all degrees of training and ability are constantly applying for service.

*Is there any reason why the Department of Missions should be more careful than other organizations in selecting workers for foreign service?*

We ought to be very sure that missionaries sent are the right ones because of the distance, expense, and the delay and extra cost of filling the posts made vacant because of failure of appointees.

*Why is it necessary for one to burn one's bridges behind one and offer for life instead of for a short period of time on the foreign field; why cannot one try it out?*

In most cases the life of the foreign missionary is to be lived in entirely foreign conditions which require a new kind of life and a new language. Much time is required for the adapting of oneself to those new conditions of life. It can readily be seen, therefore, that it does not pay to spend such a long time in becoming used to the new conditions if one is going to return to this country in a few years and not go back to the field. Successful work is done only after years of careful study and this calls for a life vocation.

The highest type of missionary service both at home and abroad can only be rendered by those who purpose to give their lives to the work of the Church.

*Why has so little been said of needs at home?*

Because those needs are more apt to be better known by young men and women and the need for workers is not so urgent.

*What new lines of work are open to young men and women desiring to give themselves to Christian service in this country.*

Aside from the ministry there is a need for men and women in Religious Education and Social Service, two fields of work that call for new leaders in the future.